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**Seventy-third session**
**Fifth Committee**
Agenda item 143
**United Nations common system**

**Draft resolution submitted by the Chair of the Committee following informal consultations**

## United Nations common system

*The General Assembly*,

*Recalling* its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016 and 72/255 of 24 December 2017 and its decision 67/551 of 24 December 2012,

*Having considered* the report of the International Civil Service Commission for 2018,[1]

*Reaffirming its commitment* to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for 2018;[1]

3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;[2]

4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of

[1] *Official Records of the General Assembly, Seventy-third Session, Supplement No. 30* (A/73/30).
[2] Resolution 3357 (XXIX), annex.



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service and entitlements for all staff serving in the organizations of the United Nations common system;

5. *Reminds* executive heads and governing bodies of the United Nations common system that failure to fully respect the decisions taken by the General Assembly on the Commission's recommendations could prejudice claims to enjoy the benefits of participation in the common system, including organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund's regulations;

6. *Notes with concern* that with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations have implemented the mandatory age of separation as approved, some organizations have decided to use different implementation dates;

7. *Reiterates its request* to the Commission to recommend appropriate measures that would deal with those organizations not in compliance with the Commission's decisions and recommendations and to report thereon to the General Assembly at its seventy-fourth session;

8. *Expresses serious concern* at the decision of the World Intellectual Property Organization to pay an organizational performance bonus to all staff members, and urges organizations to fully and faithfully implement decisions of the General Assembly and the Commission in a timely manner;

9. *Reaffirms* paragraph 1 of section I.B of its resolution 72/255, in which it approved the principles and guidelines for performance appraisal and management for the recognition of different levels of performance, urges the organizations to abide by these principles and guidelines, and requests the Commission to report on their implementation at the seventy-fourth session of the General Assembly;

10. *Invites* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to ensure that decisions of the General Assembly are implemented in full and without undue delay across the common system;

## I
## Conditions of service applicable to both categories of staff

### A. Review of pensionable remuneration

*Approves*, with effect from 1 January 2019, the recommendations of the Commission contained in paragraph 47 of its report;

### B. Framework for human resources management

*Recognizing* the importance of the organizations of the common system having a workforce that truly represents and benefits all the people served by those organizations,

1. *Welcomes* the work undertaken by the Commission regarding the updated human resources management framework and the decision of the Commission, contained in paragraph 76 of its report, to approve the inclusion of the workforce diversity component in the human resources management framework;

2. *Requests* the Commission to continue to provide information to the General Assembly on the progress made by organizations of the United Nations common system in the implementation of existing gender policies and measures towards achieving the goal of 50/50 gender balance and strengthening geographical

distribution, bearing in mind Article 101, paragraph 3, of the Charter of the United Nations, within the common system, including at senior levels;

3. *Encourages* the organizations of the United Nations common system to regularly measure and monitor key workforce diversity metrics, such as geographical distribution and gender parity, and to report thereon to their governing bodies;

4. *Welcomes* efforts by the United Nations to improve accessibility of United Nations premises and conferences and to provide reasonable accommodation in the workplace, including for recruitment, and encourages organizations to continue to improve accessibility;

5. *Recalls* its resolution 66/229 of 24 December 2011, and encourages the Secretary-General to include the elements contained in the Secretary-General's bulletin on employment and accessibility for staff members with disabilities in the United Nations Secretariat[3] in the staff rules and regulations of the Organization;

6. *Requests* the Secretary-General to consult with the United Nations System Chief Executives Board for Coordination on ways to strengthen the protection and integration of staff with disabilities employed by the funds, programmes and specialized agencies and to report to the General Assembly at its seventy-fourth session on the shortcomings of current provisions and possible remedies;

## II
## Conditions of service of staff in the Professional and higher categories

### A. Base/floor salary scale

*Recalling* its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

*Approves*, with effect from 1 January 2019, as recommended by the Commission in paragraph 83 of its report, the revised unified base/floor scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex VI to that report;

### B. Evolution of the margin and margin management around the desirable midpoint

*Recalling* section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2018 is 113;

[3] ST/SGB/2014/3.

3. *Recalls* its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. *Notes* the Commission's decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;

**C. Post adjustment issues**

1. *Requests* the Commission to continue its efforts to improve the post adjustment system in order to minimize any gap between the pay indices and the post adjustment indices, and in this context welcomes the review of the post adjustment system methodology and operational rules governing the determination of post adjustment multipliers so as to enhance the accuracy, stability and predictability of salary adjustments;

2. *Welcomes* the establishment of a working group to consider the feasibility of more frequent reviews of post adjustment classifications of duty stations, and requests the Commission to report thereon to the General Assembly at its seventy-fourth session;

**III**
**Conditions of service in the field: duty stations with extreme hardship conditions**

*Decides* to grant, on a pilot basis, an amount of 15,000 United States dollars for staff members with eligible dependants in duty stations with E hardship classification conditions only, as specified in paragraphs 156 (a), (c) and (d) of the report of the Commission for 2018, and requests the Commission to submit to the General Assembly at its seventy-fifth session a recommendation on this payment, including on its continuation, based on a review of the impact thereof, including workforce planning, in different categories of duty stations, including non-family duty stations, and the actual cost to the organizations.